

UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF KENTUCKY
CENTRAL DIVISION AT LEXINGTON

Garey E. Lindsay, Regional Director of
the Ninth Region of the National Labor
Relations Board, for and on behalf of
the National Labor Relations Board

Petitioner,

vs.

Leggett & Platt, Inc.,

Respondent.

Civil Action No. 5:17-198-KKC

Judge Karen K. Caldwell

DECLARATION OF FREDRICK SANDEFUR

I, Fredrick Sandefur, hereby depose and stated as follows:

1. I am making this declaration voluntarily. I understand that my position at Leggett & Platt, Inc. ("Company") is in no way affected by me making this declaration. I have not been promised anything of benefit by Company for making this declaration, and I have not been threatened by Company in any way in connection with this declaration. I was assured by Company that I was free to give this declaration or not, without promise of benefit, threat of reprisal or any other impact on my employment. I understand that this declaration concerns the circumstances surrounding the signing of a pro-union petition, and may be introduced into evidence in a case between the Company and the NLRB.

2. I work at the Company's Winchester plant (plant #002), and have been represented by the International Association of Machinists Union, Local 619 ("Union").

3. On December 30, 2016, I signed a petition stating, "The undersigned employees of Leggett and Platt #002 do not want to be represented by IAM 619 hereafter referred to as 'union.'" This statement was specifically pointed out and read to me before I signed it. A true and correct copy of the petition I signed on December 30, 2016 is attached as Exhibit A.

4. On January 18, 2017, I attended a meeting called by the Union at the Union hall. At that meeting, I was told that if I wanted to receive pay if there was a strike, I should sign a piece of paper that had 20 lines and blanks for signatures. I do not believe that this paper contained a statement at the top stating, "We the

Fredrick Sandefur



undersigned members of the International Association of Machinists and Aerospace Workers, Local Lodge 619, support the Union at Leggett & Platt, Inc." If this paper had contained such a statement, I would not have signed it because I did not support the Union on January 18, 2017, and I have not supported the Union at any time since I signed Exhibit A.

6. Attached as Exhibit B is a piece of paper that appears to bear my signature at line 3. I did not sign this document in its current form. I know this because I would not have signed a document stating that I supported the Union. I want my name removed from this document.

7. In the last few months, I have been contacted by representatives of the National Labor Relations Board and met with Jonathan Duffey of the National Labor Relations Board, who asked me questions about the employee decertification petition, a page of which is attached as Exhibit A. I also received a questionnaire asking about the decertification petition, which I threw away. I have never been contacted by anyone from the National Labor Relations Board asking whether I signed the Union petition attached hereto as Exhibit B or asking about the circumstances surrounding how I came to sign Exhibit B.

I declare under penalty of perjury that the foregoing is true and correct. This Declaration was executed in the county of Clark, State of Kentucky, on this 22 day of May 2017.


Fredrick Sandefur

(16) KB

EMPLOYEE PETITION FOR UNION DECERTIFICATION

The undersigned employees of Leggett and Platt #002 do not want to be represented by IAM 519 hereafter referred to as "union"

	Name	signature	clock number	date	
1.	JACK COONEN	<i>[Signature]</i>	7520	12-22-2016	✓
2.	Dennis Harkins	<i>[Signature]</i>	2187	12-28-2016	✓
3.	Matt Brown	<i>[Signature]</i>	2189	12-28-2016	✓
4.	John Walker	<i>[Signature]</i>	2190	12-30-2016	✓
5.	Zachary Wootley	<i>[Signature]</i>	2741	12-30-2016	✓
6.	James Davidson	<i>[Signature]</i>	2041	12-30-2016	✓
7.	Frederick Sandefur	<i>[Signature]</i>	0395	2016-12-30	✓
8.	Jerry Williams	<i>[Signature]</i>	5558	12-30-2016	✓
9.					
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24.					

EXHIBIT

A

We the undersigned members of the International Association of Machinists and Aerospace Workers, Local Lodge 619, support the Union at Leppett & Platt, Inc.

Print Name	Sign Name	Date
1) Harold Trent	Harold Trent	1-18-17
2) Robert Brantham	Robert Brantham	1-18-17
3) Frederick Sander	FREDERICK SANDER	1-18-17
4) Lenville Hall	Lenville Hall	1-18-17
5) Tim Keaton	Tim Keaton	1/18/17
6) Eric Young	E Young	1-18-17
7) EARL BOOTH	Earl Booth	1-18-17
8) Hubert Estes	Hubert Estes	1-18-17
9) SHERY SPENCER	Sherry Spencer	1-18-17
10) RENNIE BOYD	Rennie Boyd	1-18-17
11) Tommy Roberts	Tommy Roberts	1-18-17
12) John Hale	John Hale	1-18-17
13) Kieran V Hansen	Kieran V Hansen	1-18-17
14) Angelia Ryckman	Angelia Ryckman	1-18-17
15) Eric Spurlack	Eric Spurlack	1-18-17
16) Rennie Brewer	Rennie Brewer	1-18-17
17) Chas Kison	Chas Kison	1-18-17
18) DENNIS COWAN	Dennis Cowan	1-18-17
19) DARRIN MORSON	DARRIN MORSON	1-18-17
20) Fred Gross	Fred Gross	1-18-17

EARL BOOTH Requested
Name Be Removed

Chas Tolson 01/18/17

